

VOTE COMR. OSAHON OMOLE, MCIPM FOR THE POSITION OF ELECTED COUNCIL MEMBER



MANIFESTO FOR THE 2026 CHARTERED INSTITUTE OF PERSONNEL MANAGEMENT OF NIGERIA (CIPM) ELECTION

CONTRIBUTIONS TO THE INSTITUTE: I have served the Institute as

- Edo State Branch Secretary,
- Edo State Branch Vice Chairman
- Edo State Branch Chairman.

I drove membership in Edo State and revive the Branch.

I served as an Elected Council Member (2023 and 2025). I was at the forefront of leading the Civil and Public Service sector that brought the institute into strong limelight in the sector and made presentation at the National Council on Establishments (NCE), this has brought about the Correspondence from the Office of the Head of Federal Civil Service (OHSCF) for Professionalization of Administrative and Executive Cadre in all Government Ministries, Departments and Agencies.

My Publication on **THE GBOGBOERO FALLACY: WHY ADMINISTRATIVE AND EXECUTIVE ROLES NEED PROFESSIONALIZATION**, which was published on BusinessDay Newspaper on Friday 15 August, 2025, caused a shockwaves and stirred the entire nation to a wakeup call to truly professionalize our workspace.

As part of my vision in the institute are enumerated below:

1. DRIVING INSTITUTIONAL REFORMS WITHIN GOVERNMENT OWN INSTITUTIONS

I want to join a strong team to drive institutional reforms in arms of government ministries, departments and agencies such as:

- **Nigeria Police Force:** Ensuring that we leverage the Military and Para-military routes are enhanced to drive membership and make our police service become a professional space and create better human and behavioral change in that space.
- **Nigeria Military Force (Army, Navy, Air force):** the institute needs to deepen relationship in this area to ensure they are professionalized to fit into international best practice.
- **Educational sector:** to liaise with tertiary educational regulators such as National Universities Commission (NUC), National Board for Technical Education (NBTE), National Council of Colleges of Education (NCCE) and ensure the CIPM as a regulatory body is listed in the nodamic framework for accreditation especially in institutions that offers Human Resources, Industrial Relations and Personnel Management in the respective institutions and attract more of the ivory towers into our institute.
- **Continuous drive of membership and Professionalization in the Civil & Public Service:** While I served previously on the Governing Council of the institute, a lot was laid as foundation and that is yielding since I left the Council as most States Head of Service (HOS), Permanent Secretaries (PS) isharvested into the institute.

2. ENGINEERING HUMANITARIAN SERVICE POLICIES IN OUR DEAR INSTITUTE

The CIPM is a people value centered place of choice, that is why the people managers. The institute is to promote excellence in people management through value creation and optimization of human potential, standardization and regulations of Human resource management in Nigeria, accordingly we should be able to build a policy around:

- Rapid response during natural disaster and give some level of succor and relief for disaster zones
- Build a foundation to ensure we reach out to such environment, natural disaster areas, such as Internally Displaced People (IDP) camps
- This will go a long way to build the institutes brand and give us a reputational boost

3. CONTINUE TO EQUIP MEMBERS FOR MORE VALUE ADDS

I want to use my influence to ensure government statutory compliance and regulatory agencies take members of CIPM into monitoring, compliance and regulations, agencies such as Corporate Affairs Commission (CAC), Financial Reporting Council (FRC), Ministry of Labour and Employment in the Recruitment/Recruiter License issuance, The Registrar of Trade Union; Consumer Protection Agency – this will help members with adequate value propositions worldwide and promote corporate governance and business sustainability which will strategically take HR practitioners to the Board room.

4. PROMOTE STANDARDS, PROCEDURES AND PROCESS

- Our dear institute should be able to promote standards, procedures and processes in the acquisition of HR certifications in our respective tertiary institutions just like other sister institutes offer.
- CIPM should be able to have seal to members to carry out some regulatory functions

5. IMPROVE IMPACT IN OUR TRADITIONAL INSTITUTIONS

- Our traditional institutions is the closest to people in our local areas, as such, I want to drive a process where the institute have enough conversations with Traditional Institutions and Traditional rulers and creating a part for them to come to become members of our institutes and always create forum for learning and development. Even though the institute have some distinguished royal fathers among its fold, we must leverage on them to bring more on board as they are foremost people managers in our societies.
- The institution should be able to initiate some reforms and sell ethnic nationalists, religious leaders and strive to professionalize

6. CREATION OF CENTRALIZED STUDY CENTRE

- The institute should be able to use its virtual platform to have a centralized learning and study centres for those preparing for our examinations in such a way that will encourage branches and branch leadership to queue with the scheme and syllabus of the HQ, increase visibility and build some level of income for branches and the institutes at large.
- It will also help these students know themselves more and be able to build strong ties and relationship even if these lectures are taken virtually.

7. DEEPENING CONVERSATION WITH NIGERIA LABOUR CONGRESS (NLC), TRADE UNION CONGRESS (TUC) WITH THE REGISTRAR OF TRADE UNION IN THE FEDERAL MINISTRY OF LABOUR AND EMPLOYMENT

- I want to drive membership with the respective labour centres in the NLC and TUC leveraging on my relationship with the Federal Ministry of Labour and Employment that warehouse the Office of the Registrar of Trade Unions.

KINDLY CONSIDER TO PUT YOUR VOTE IN MY BALLOT AND LET US JOIN HANDS TO MAKE SOME OR ALL OF THESE HAPPEN IN OUR DEAR INSTITUTE WITHIN THE NEXT TWELVE (12) MONTHS.